

01 October 2020

HR Community officers, Happy 19th Birthday!

Wow! What a year this has been. No one could have anticipated the impact of the COVID virus on the world, much less the HR Community. However, I am so proud to see how well our community responded. Whether you were involved in a COVID CAT team, overcoming the impacts of travel restrictions in order to maintain our personnel readiness or leading your commands and teams to success in a virtual environment, you all should be applauded! As a result of COVID restrictions, we have missed many face-to-face events this year. On the professional side, promotions, retirements, hails and farewells, monthly brown bags/socials and the day-to-day work have not been the same. It was unfortunate that we were unable to hold our HRPDTC earlier this year, but we are optimistic and planning to resume our HRPDTC live event in 2021, so stay tuned for those details. On the personal side, birthdays, anniversaries, family reunions and family vacations have all been impacted too. But we look to the future when we will be able to participate in such events again more freely and in larger groups. I personally cannot wait for that day to come.

In 2020, we saw the publication of our HR Strategic Plan 2025. Much work and long hours went into the development of that plan. I want to personally thank all those who were directly involved. We could not have done it without you! Now is the time to turn our strategic plan into action. We are making significant changes to the career paths and professional development of our HR officers, beginning with the Active Component. We will establish reliable career paths and inject professional development courses that produce distinct subject matter experts at the most senior levels. This change will lay the foundation for the HR Community to assume greater positions of responsibility in our Navy. The Reserve Component will be examining their billet base and career tracks in a similar fashion, and we will see the results of those assessments in the coming year. Regardless of your designator, career path or current billet, keep striving for excellence. Your performance has a direct impact on the community. Overall, it is a very exciting time to be in the HR Community!

Looking towards the next year, we will select a new AC HR Flag officer. Our new flag will be charged with the responsibility of picking up where RADM Ann Burkhardt left off and leading the HR Community to 2025. As with every tenure, we strive to leave our organization in a better condition than when we arrived, and RADM Burkhardt did that for us. We will miss her leadership, but we know that each generation produces new leadership to carry the mantle. It is what makes our community and our Navy so great! Each generation is charged with succeeding beyond its predecessors. Since our establishment in 2001, we have not failed in identifying our best leaders to do just that. Also, next year, we will deploy our triennial HR Community Survey. The Management BoD Survey Team is already gearing up and preparing the questions. We look forward to hearing what you have to say. Each time we conduct our survey, we learn something new on how to improve our community, and your feedback is critical for that internal assessment. All the BoD teams will be working on our list of actions for FY21; everyone is encouraged to join a team and contribute when and where you can.

Lastly, wherever you are, ensure your efforts support the CNO's focus on Warfighting, Warfighters, and Future Navy in the face of Great Power Competition. Remember CNO's charge: Mission One for every Sailor – active and reserve, uniformed and civilian – is the operational readiness of Today's Navy. And continue to be ambassadors for CNP, VADM Nowell, as we deliver Sailor 2025 (the ways) and Transform MyNavy HR (the means) to man the fleet (the ends). The HR community is critical to this.

As always, I am proud of your continued growth and engagement at all levels of the MyNavy HR organization, SECNAV, Joint and OSD staffs. Active or Reserve Component, we are all making a difference every day! On behalf of RADM Hughes, our Community Leader, and the numerous line officers who have expressed to me their appreciation for our services, I want to say, Happy Birthday and Thank You! Keep up the fantastic work!

With my deepest respect and warmest regards,
RDML Ann Duff